

Staffing

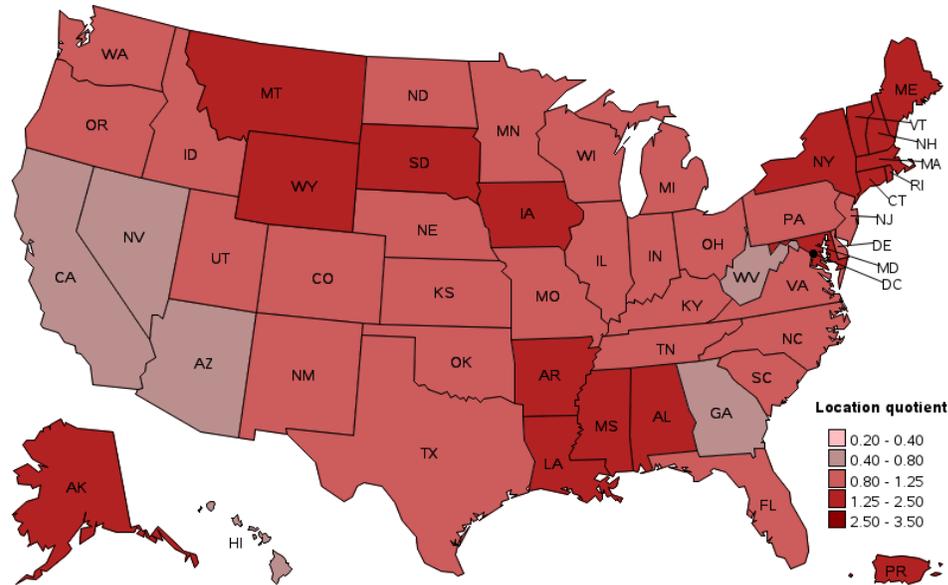
Report to the Working Group on the Status of
Vermont Libraries
Overview of Statistics
Friday, July 22, 2022

Overview of Staffing Statistics

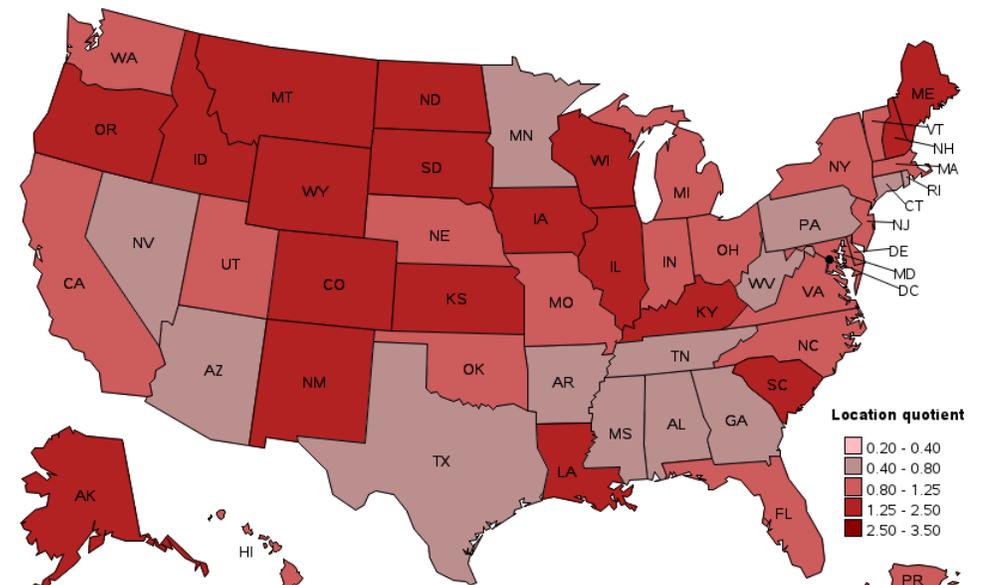
- We have a large number of some stats – public library total staff hours, total employee expenses, etc.
- For some elements we have notably less info – school and especially academic librarians
- Other numbers we don't have at all – number of public library staff
- Rather than a comprehensive look at stats, I wanted to give a quick overview as the group considers what information they really need.
- Then we can consider how to use what we have, and how to get information we don't have.

Bureau of Labor Statistics: Librarians per capita & Library Technicians per capita

Location quotient of librarians and media collections specialists, by state, May 2021

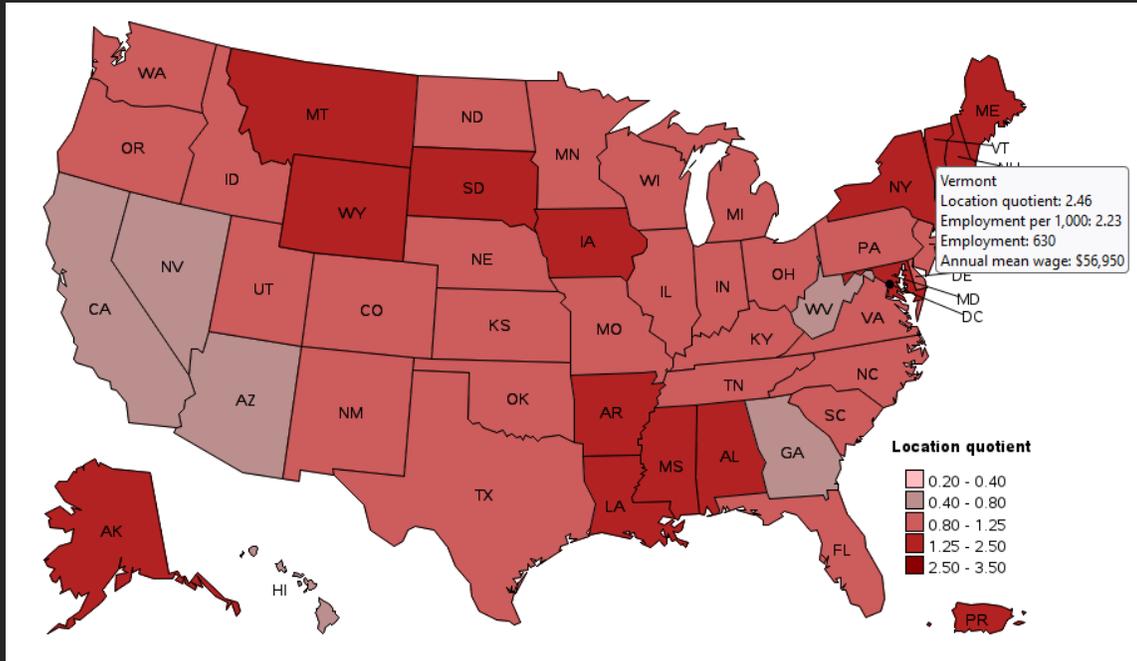


Location quotient of library technicians, by state, May 2021



- For every 1,000 people employed in Vermont, the BLS estimates that 2.23 are librarians or media specialists, 1.15 are library technicians or clerks.
 - Vermont has the highest number of librarians and media specialists per capita
 - The number of library technicians and clerks in Vermont matches the national average.

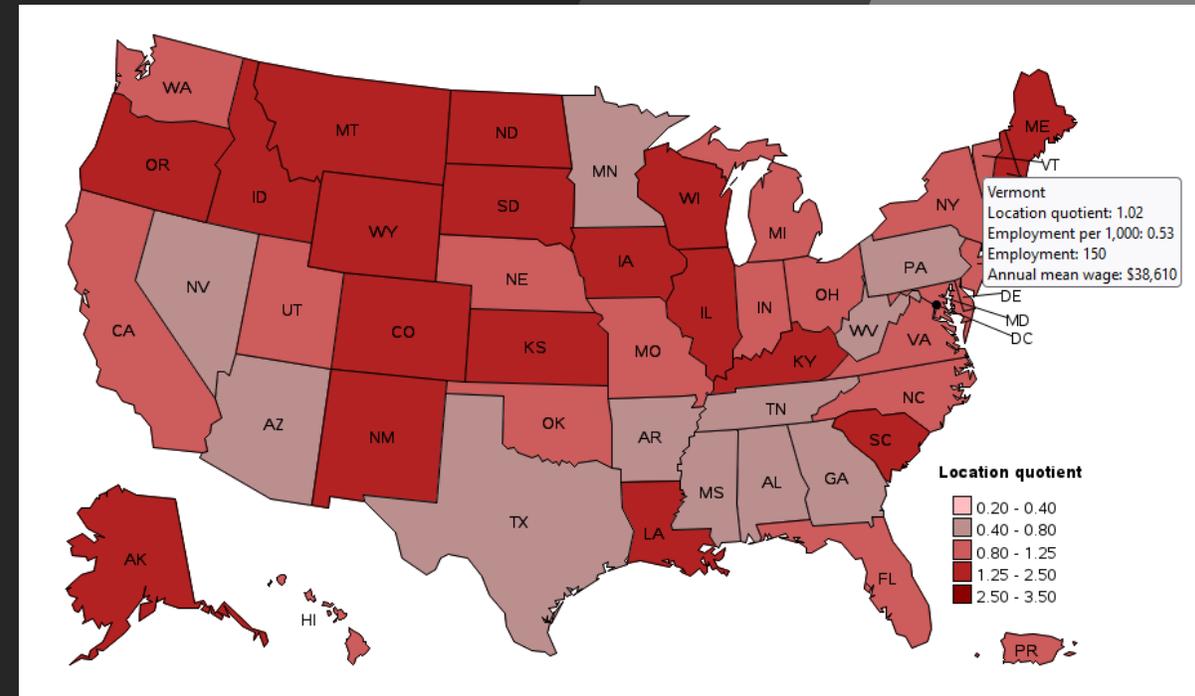
Bureau of Labor Statistics: Librarians per capita



Notes on “Librarians per capita”:

- The Bureau of Labor Statistics estimates includes those in VT with the job title is “librarian”
- In general, rural states seem to be well represented. Alaska, Louisiana, New Hampshire, and Rhode Island are the next four highest states.

Bureau of Labor Statistics: Library Technicians per capita

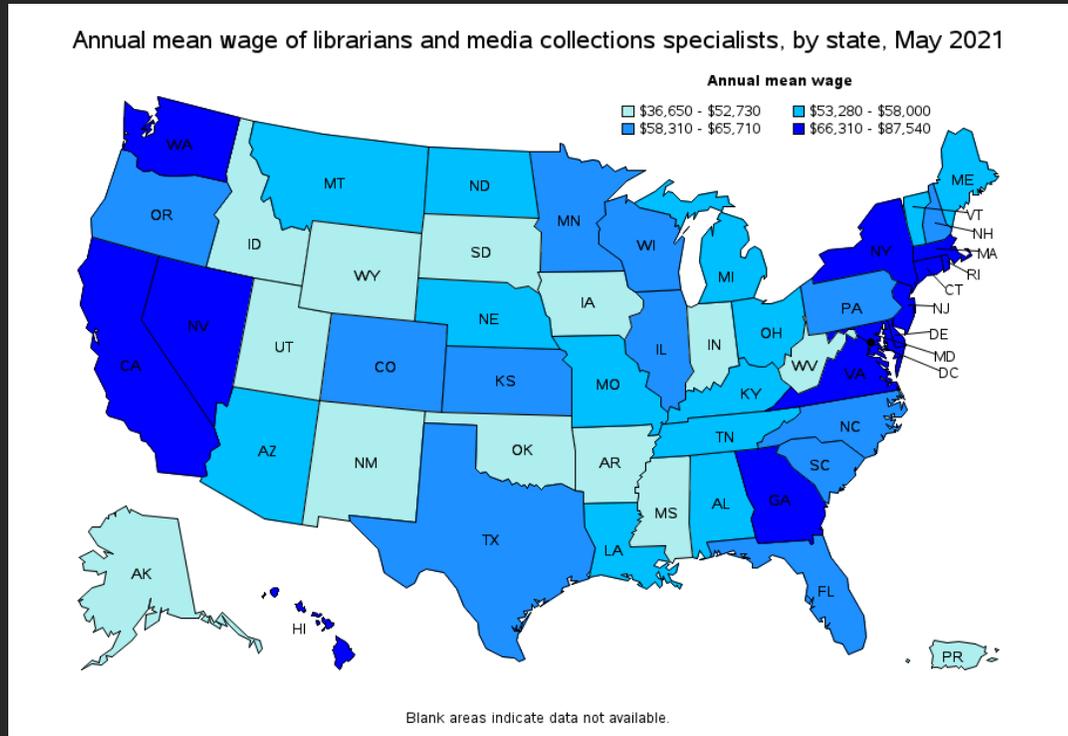


Notes on “Library Technicians per capita”:

This graphic shows the numbers for Library Technicians, but the map for library clerical assistants is almost identical.

- In Vermont there are 0.53 are library technicians per capita
- In Vermont there are 0.62 are library clerical assistants per capita

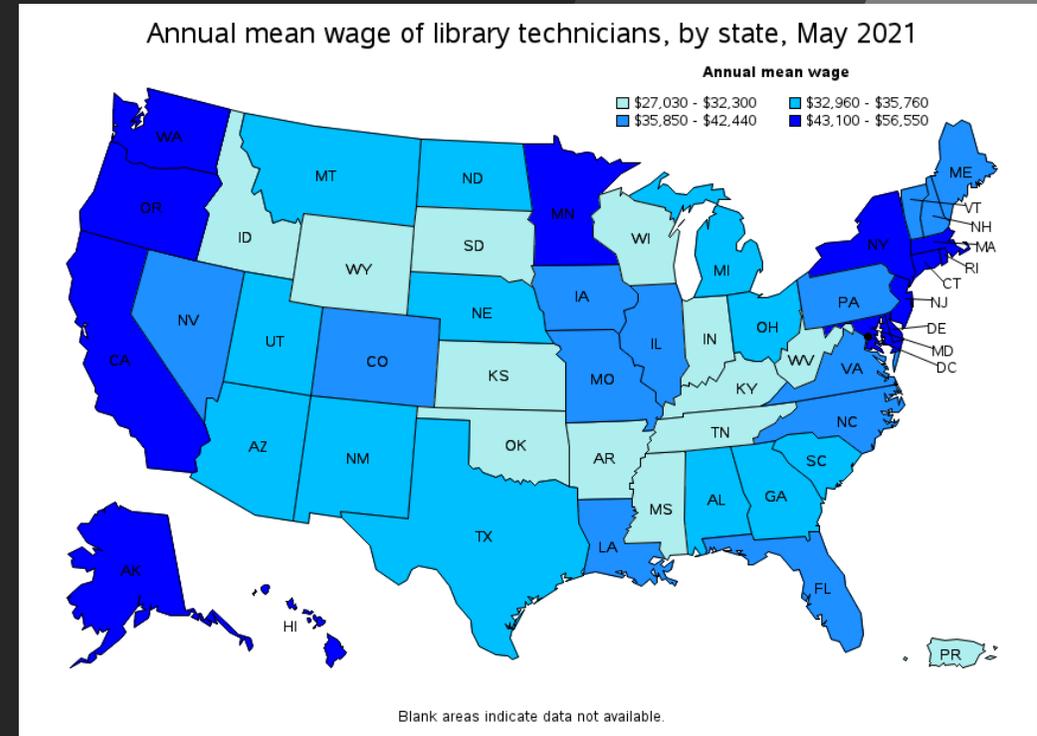
Bureau of Labor Statistics: Annual Mean Wage of Librarians



Annual mean wage of:

- Librarians and Media Specialists - \$56,950 (close to the national average)
- Library Technicians - \$38,610 (just above national average)
- Clerical Assistants - \$34,023 (just below national average)

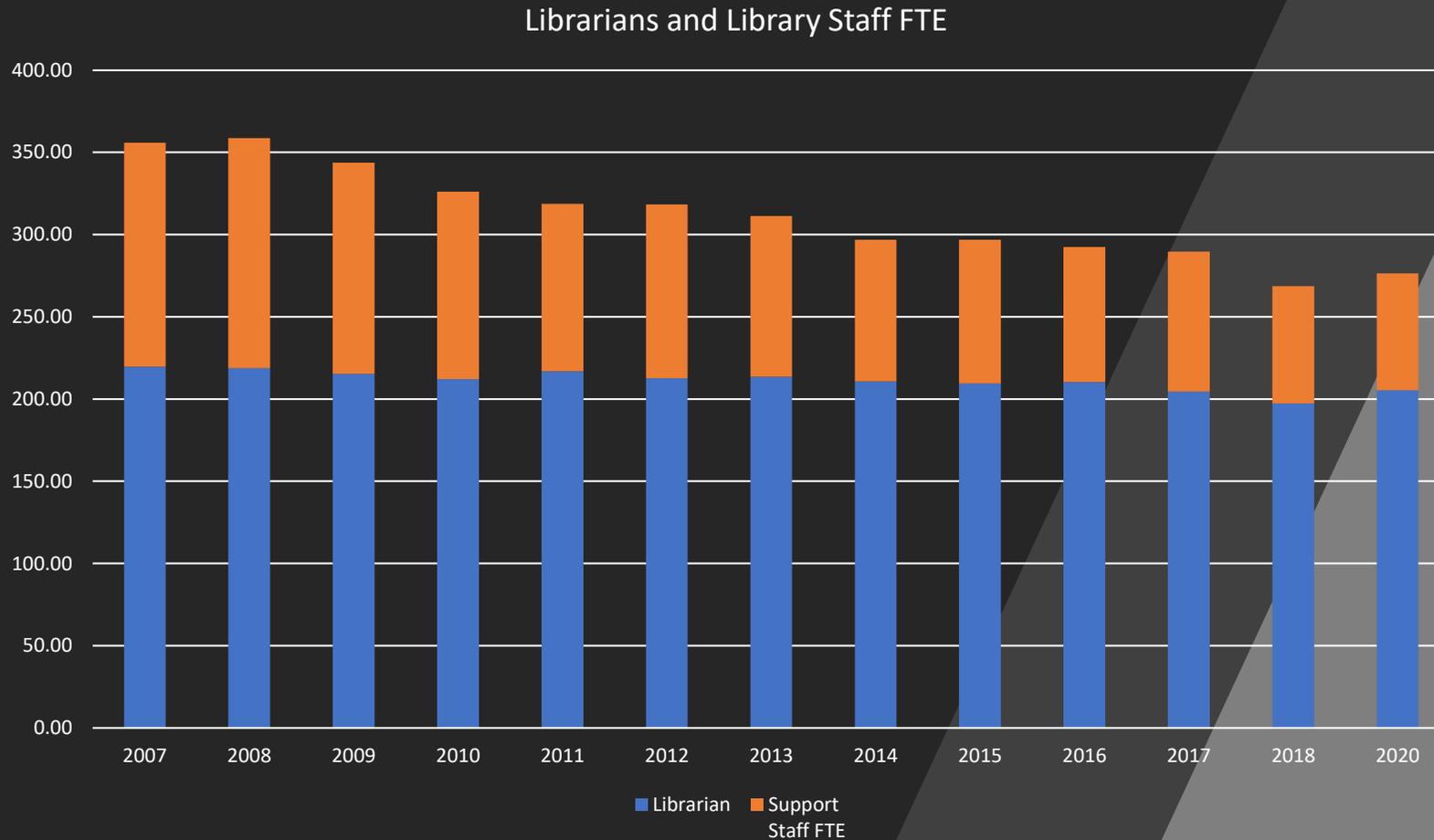
Bureau of Labor Statistics: Mean Wage of Library Technicians



Annual mean wage of:

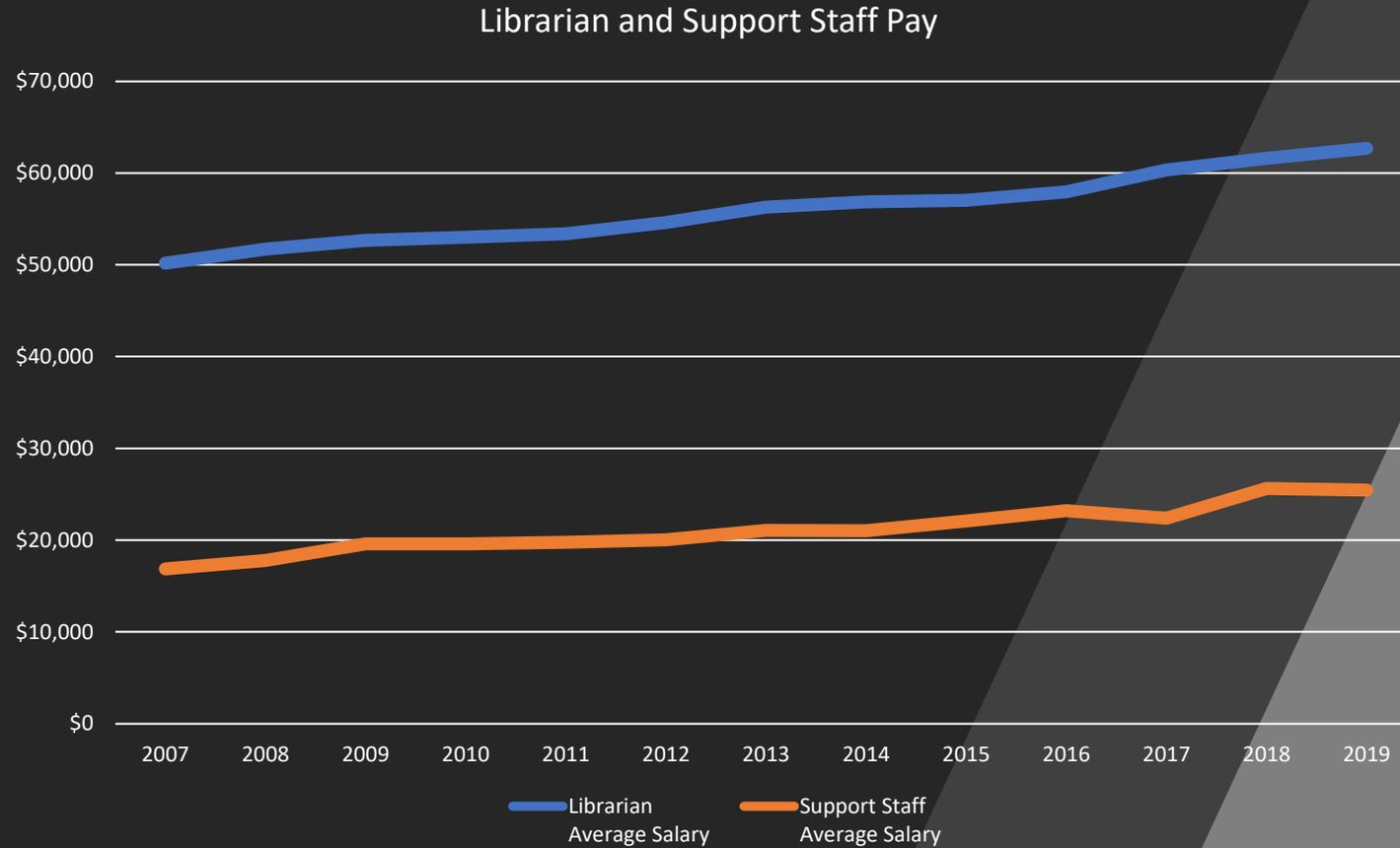
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VT Dept. of Education – Teacher and Staff FTE Report 2021



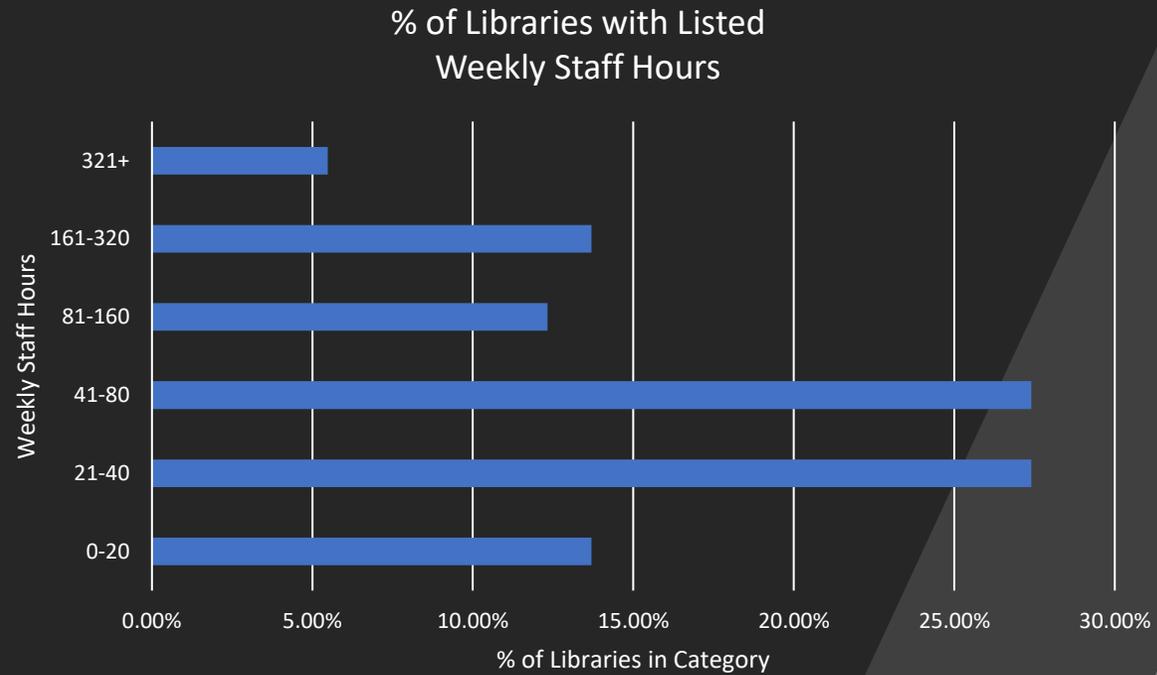
- FTEs of school librarians and school library support staff statewide

VT Dept. of Education – Teacher and Staff FTE Report 2021

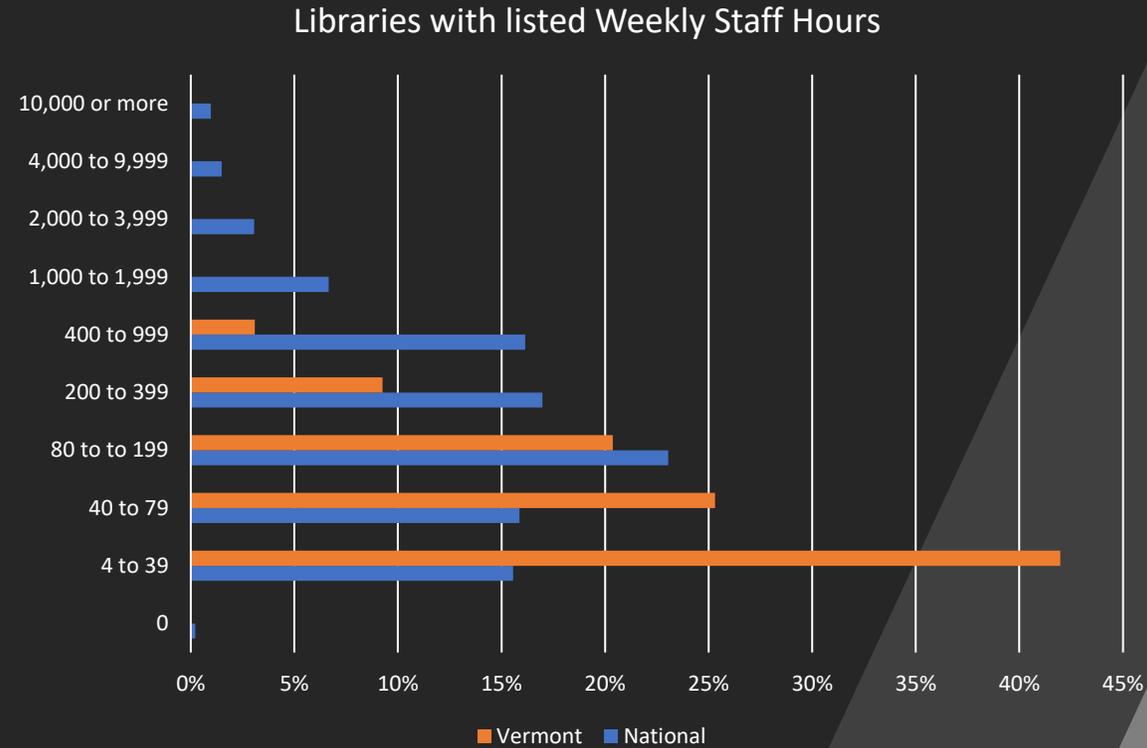


- This shows calculated average pay for school librarians and support staff statewide.

2021 VT Public Library Annual Report



- Shows percentage of reporting libraries in the listed ranges of weekly staff hours.



- Shows percentage of Vermont and National libraries in the listed ranges of weekly staff hours

- Vermont ranks ninth in total paid staff hours per capita, with 16.33 FTE per 25,000 people. Ohio is first with 20.58, while Georgia is lowest with 6.34.
- Vermont ranks 45th in the percentage of total librarian hours with an MLS/MLIS, with 31%. Georgia is highest with 100%, and Mississippi is lowest with \$18.10. Note that there is considerable variation on the definition of a librarian between states and libraries.

VT Public Library Annual Report – Year over Year

Year	Total Paid Staff Hours	Total Staff Salary Expense	Rough Estimate Salary divided by Hours
2011	37.25	\$29,491	\$15.23
2012	40	\$34,229	\$16.46
2013	45	\$35,532	\$15.18
2014	45	\$34,798	\$14.87
2015	46	\$37,774	\$15.79
2016	45	\$40,574	\$17.34
2017	42.5	\$42,080	\$19.04
2018	47.5	\$42,177	\$17.08
2019	49	\$43,292	\$16.99
2020	51	\$48,287	\$18.21
2021	50	\$51,721	\$19.89

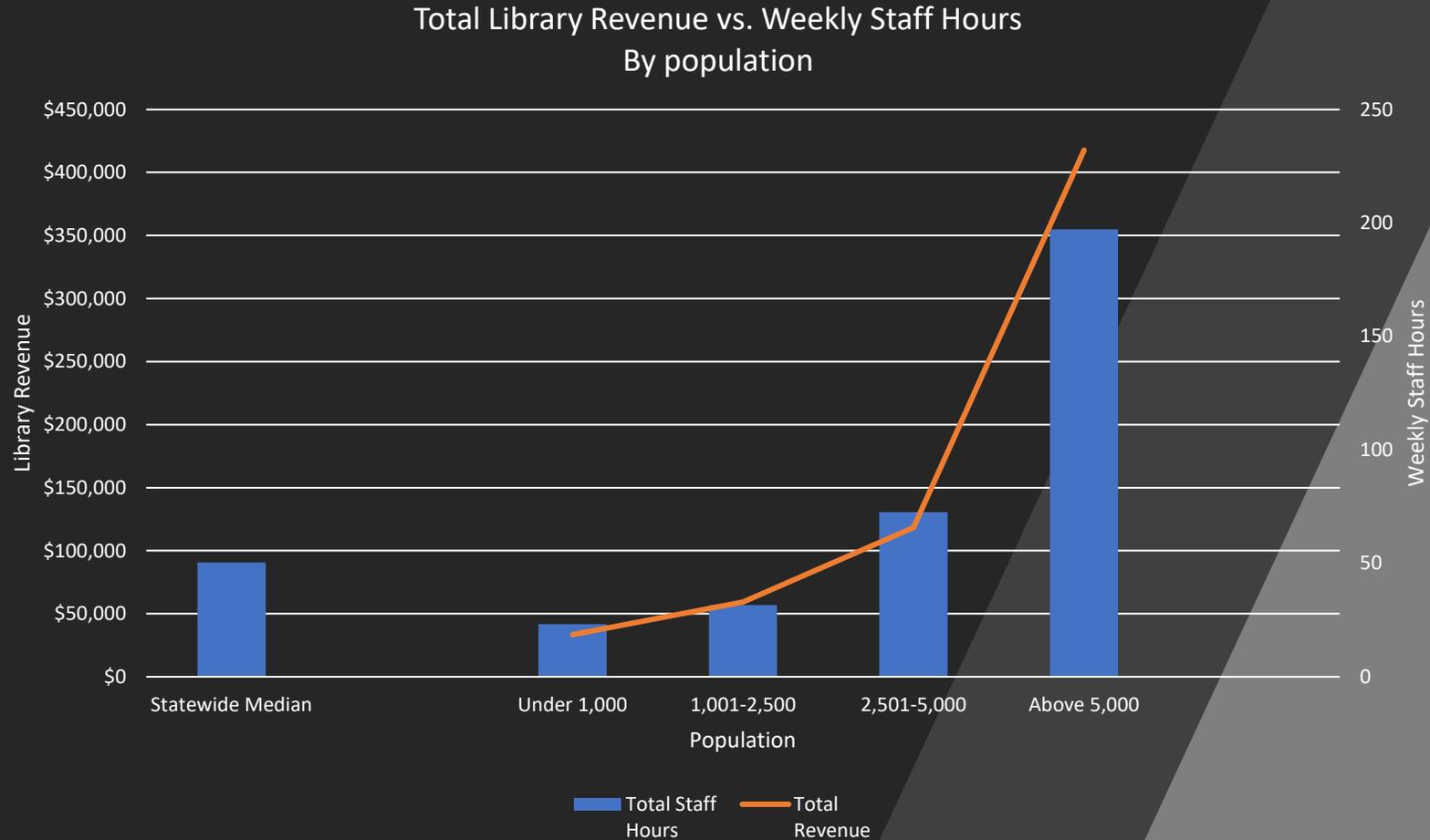
- This chart combines two distinct data points from the Dept. of Libraries Public Library Annual Report over time
 - Median total paid staff hours per week
 - Median total staff salary expenses (not including benefits)
 - By dividing these, it creates a rough estimate of hourly pay.

2021 VT Public Library Annual Report – Staff Hours

Category	Total Weekly Hours	% of Total Weekly Hours
Library Technicians, Clerks, & Pages	4,200	30.33%
Librarians with Certificate	3,360	24.27%
Librarians with MLS	3,161	22.83%
Other Librarians	3,126	22.58%
Total Hours in all Positions	13,847	

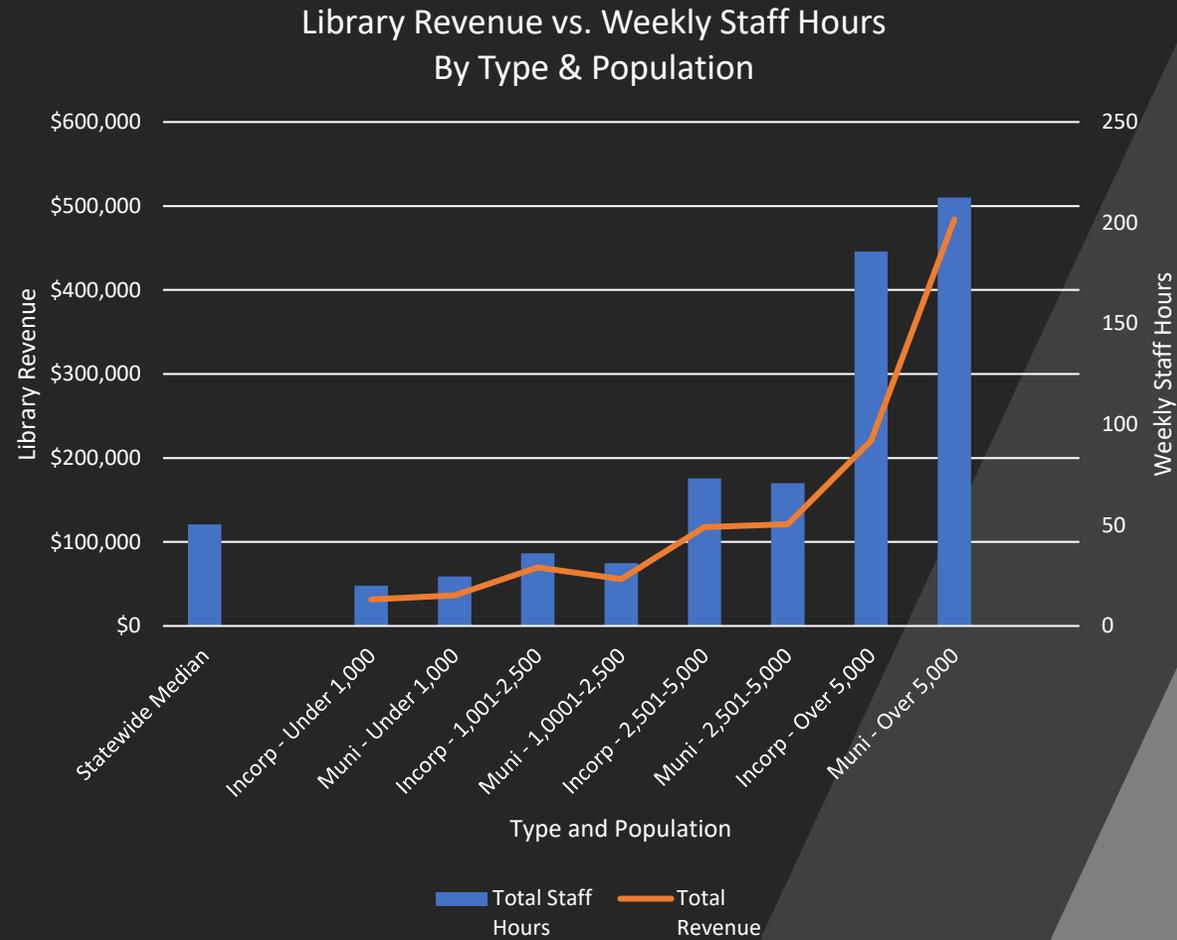
Total staff hours per week

2021 VT Public Library Annual Report - Population



Median data for four sizes by population, comparing library revenue and total staff hours.

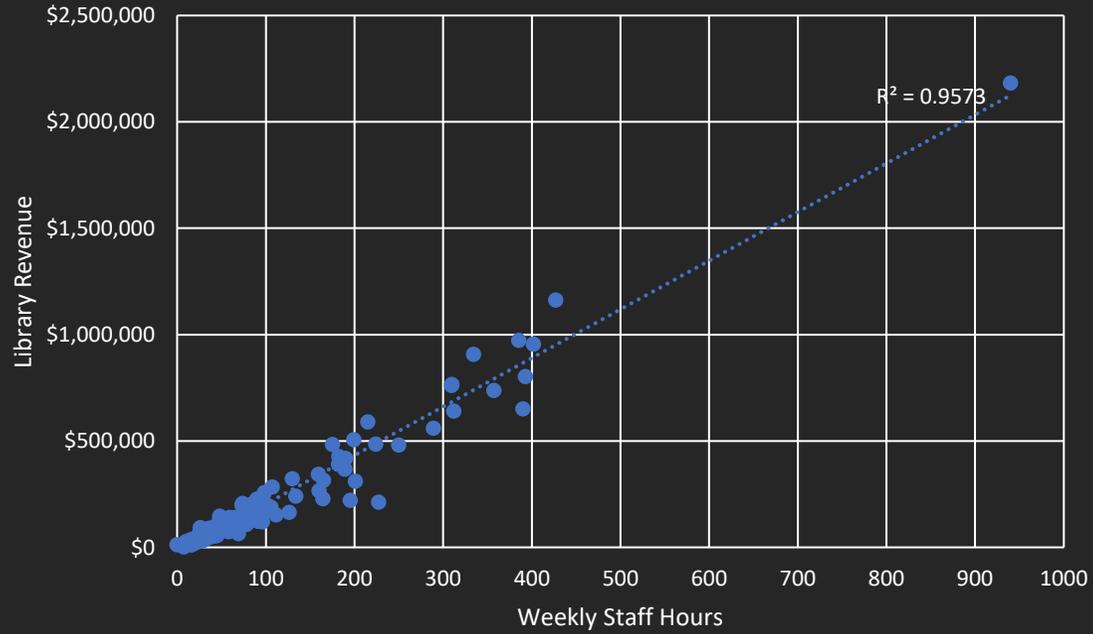
2021 VT Public Library Annual Report – Type & Population



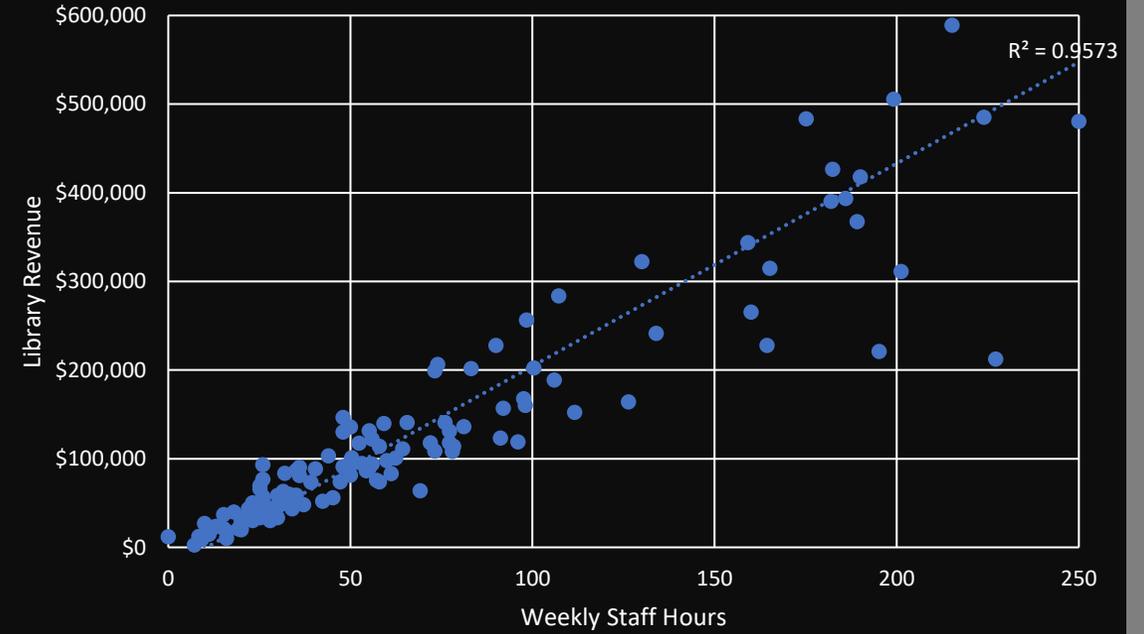
Municipal and incorporated libraries at various sizes, showing total revenue and total staff hours.

2021 VT Public Library Annual Report – Comparisons

Library Revenue vs. Weekly Staff Hours



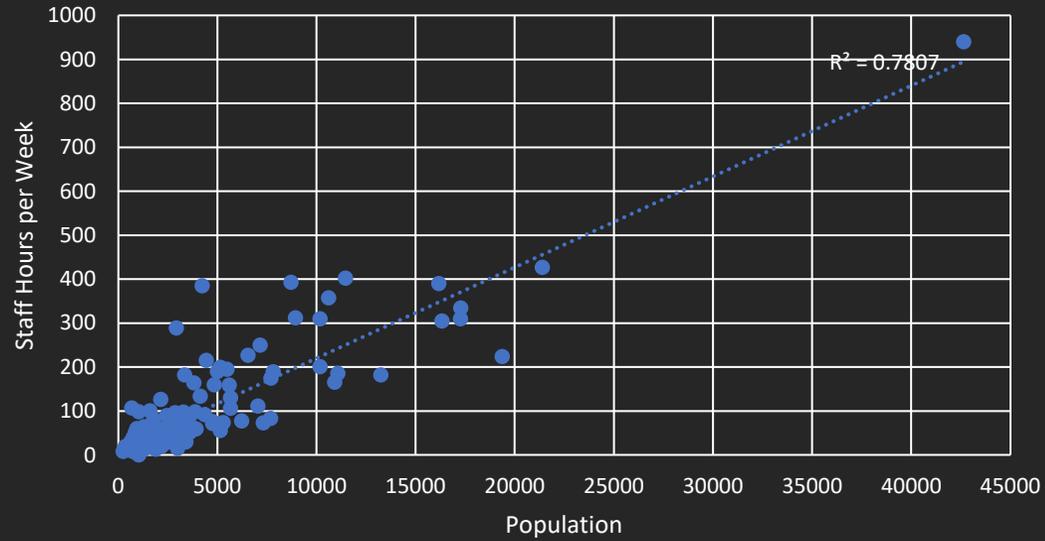
Library Revenue vs. Weekly Staff Hours - Detail



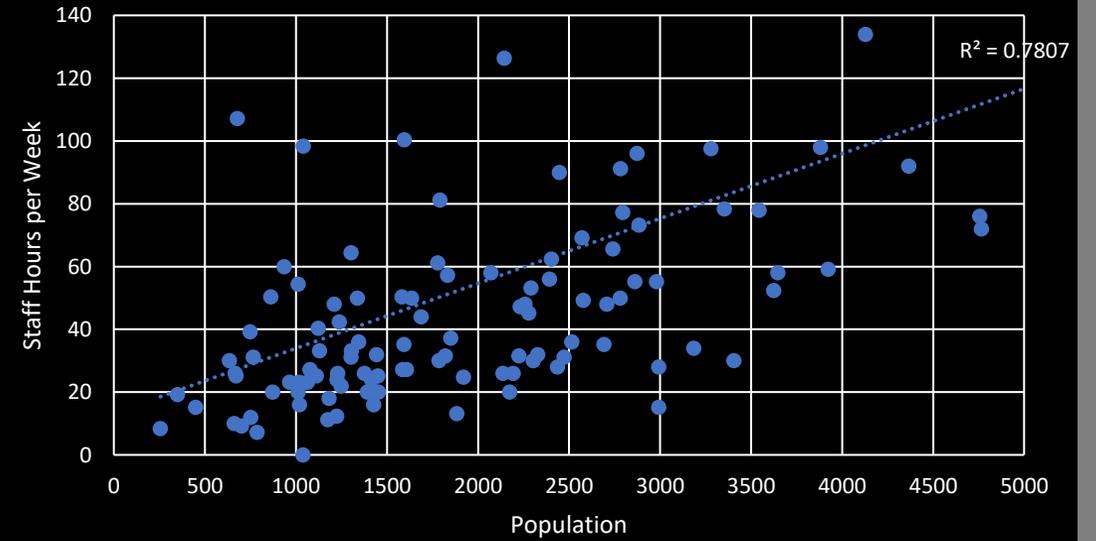
Library revenue compared with staff hours

2021 VT Public Library Annual Report – Comparisons

Population vs. Staff Hours



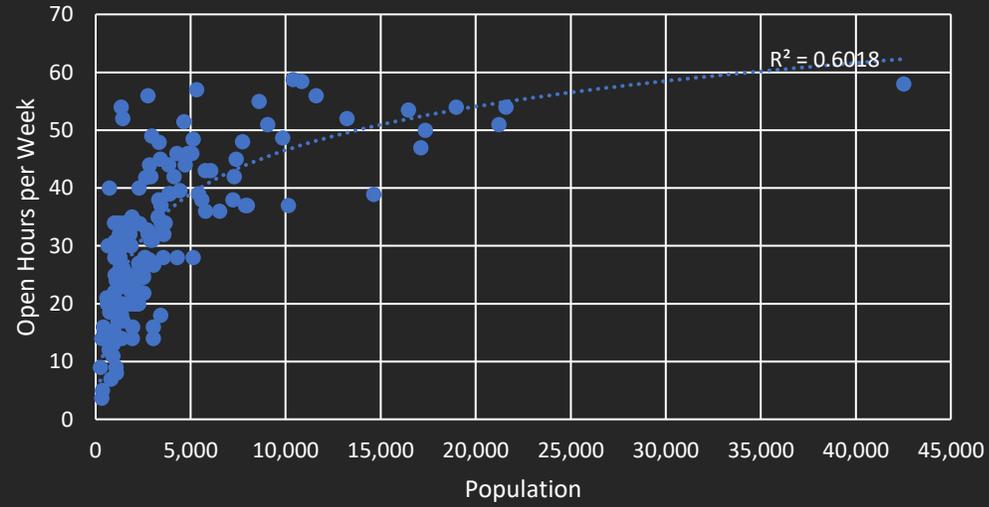
Population vs. Staff Hours - Detail



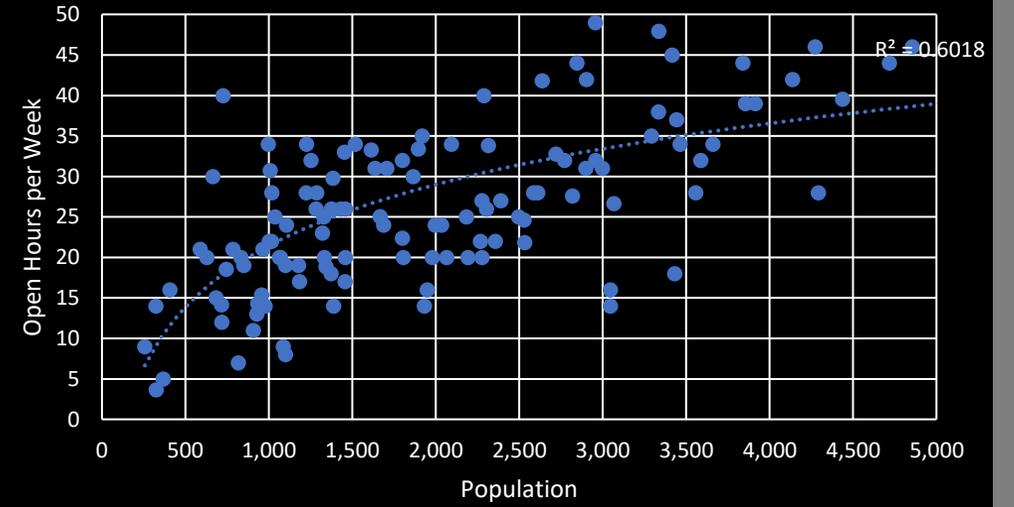
Population compared with staff hours

2019 VT Public Library Annual Report – Comparisons

Population vs. Open Hours



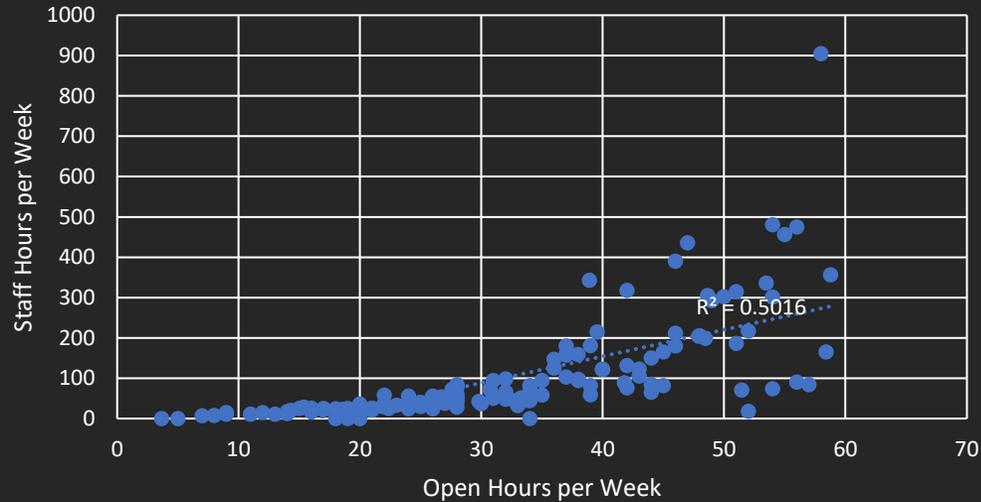
Population vs. Open Hours (Detail)



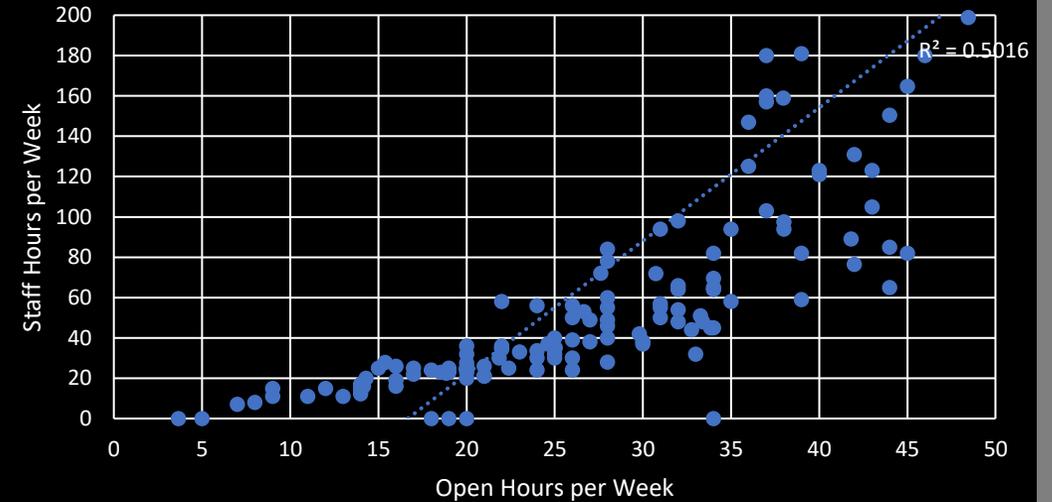
Population compared with library open hours

2019 VT Public Library Annual Report – Comparisons

Open Hours vs. Staff Hours



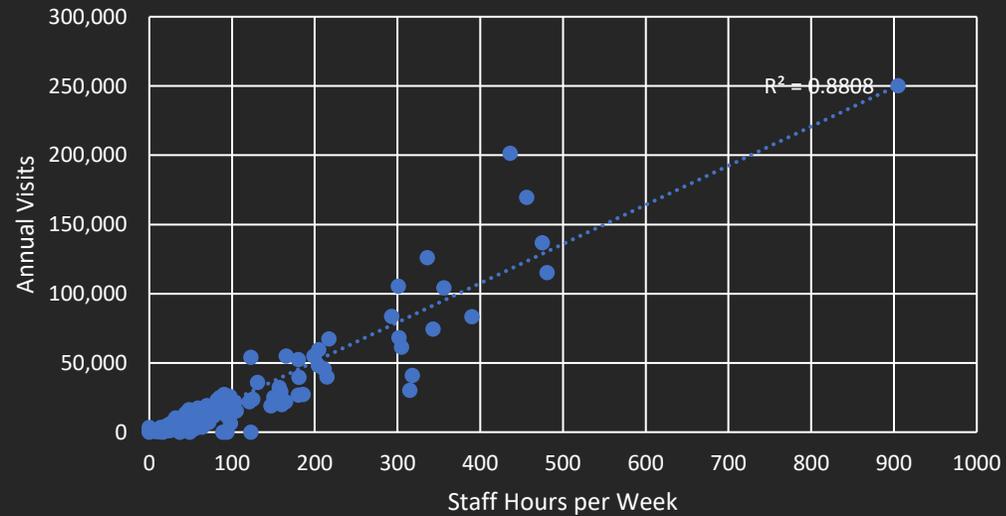
Open Hours vs. Staff Hours (Detail)



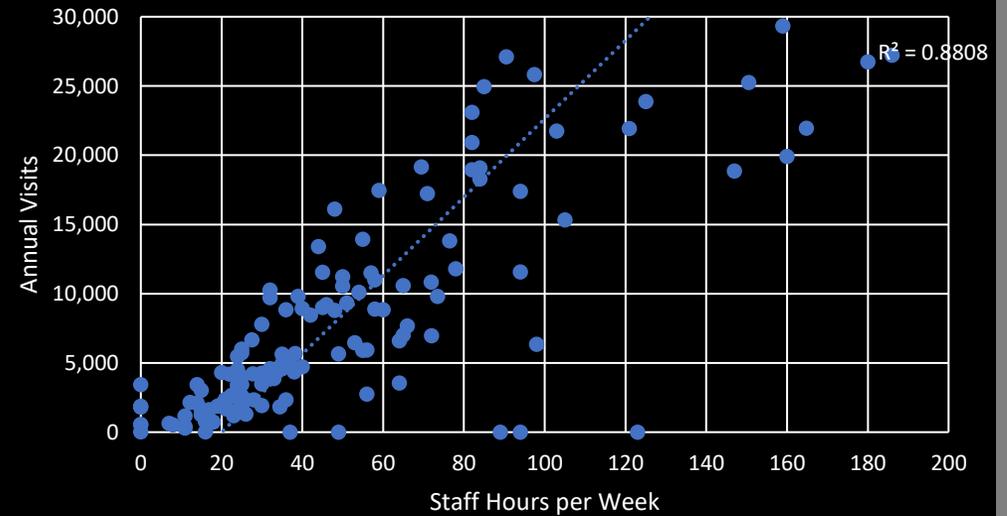
- Shows open hours compared with staff hours; the left is a detail focused on the majority of libraries.
- The trend lines are a general approximation.

2019 VT Public Library Annual Report – Comparisons

Staff Hours vs. Annual Visits



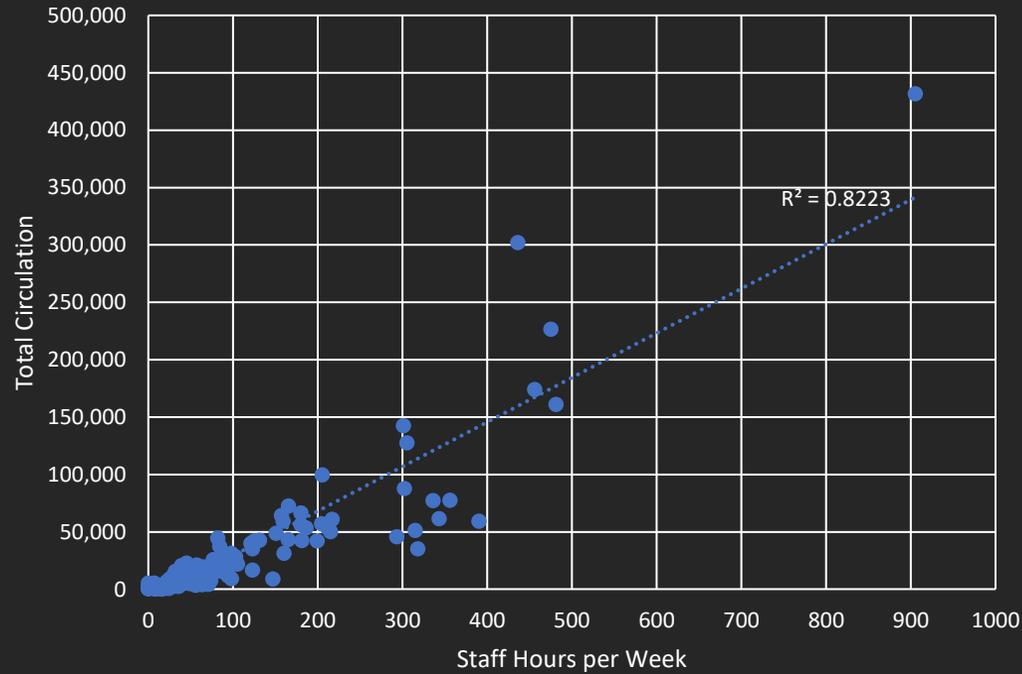
Staff Hours vs. Annual Visits (Detail)



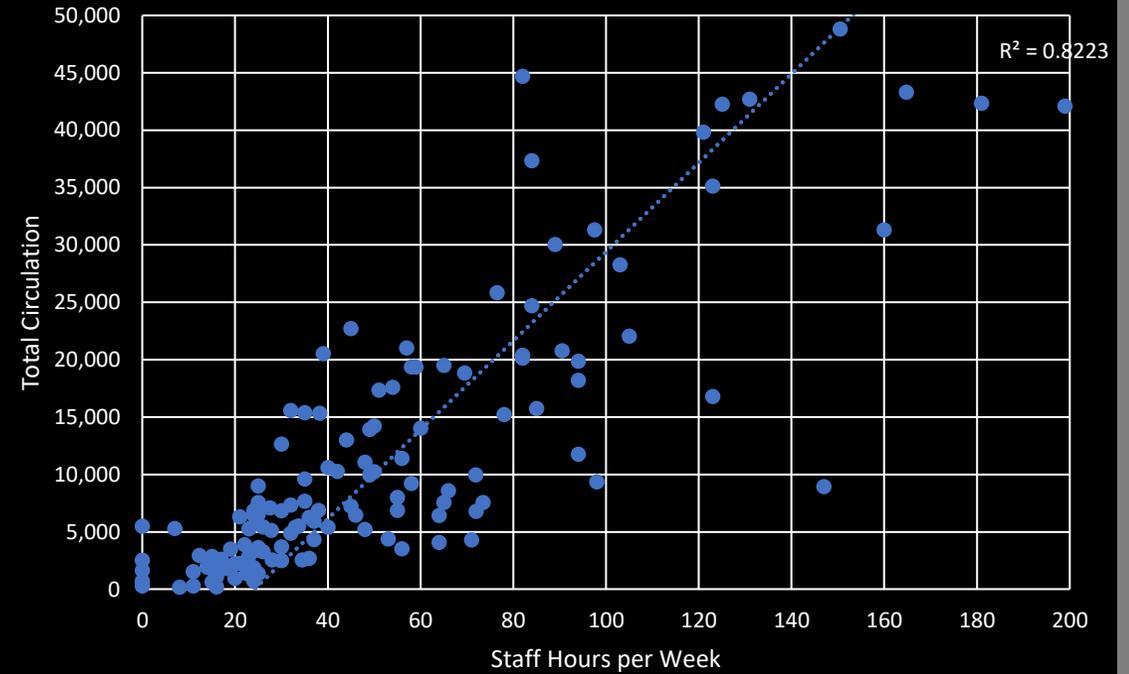
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2019 VT Public Library Annual Report – Comparisons

Staff Hours vs. Total Circulation



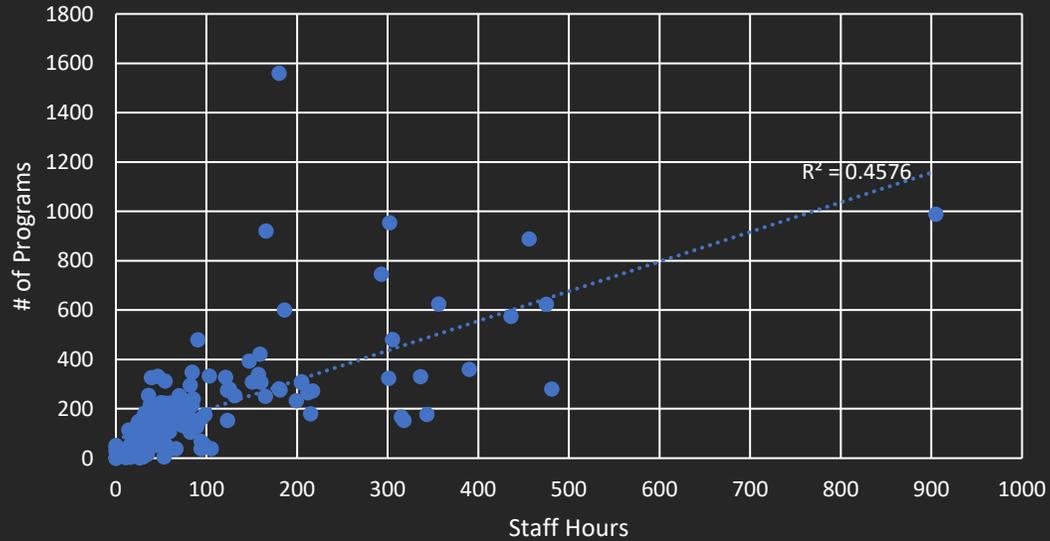
Staff Hours vs. Total Circulation (Detail)



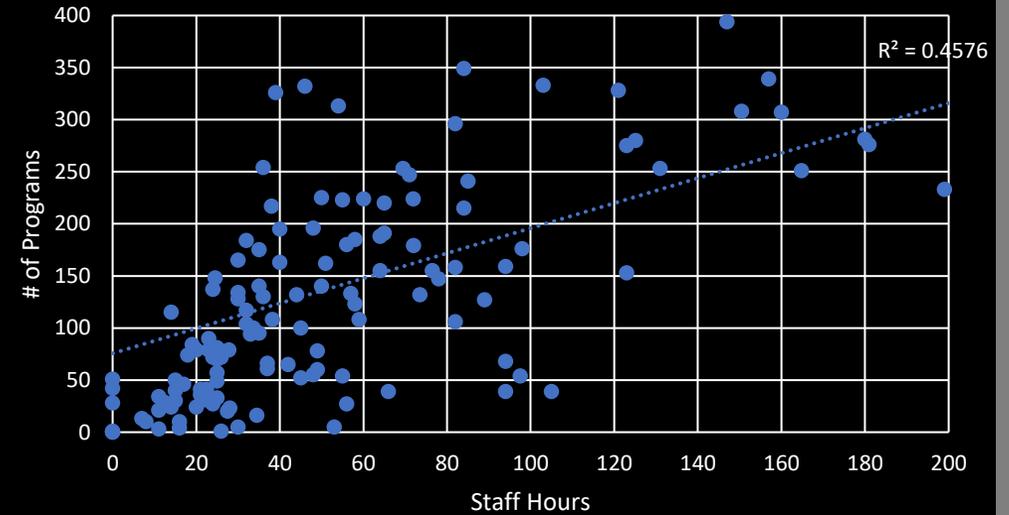
- Shows staff hours compared with circulation; the left is a detail focused on the majority of libraries.
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2019 VT Public Library Annual Report – Comparisons

Staff Hours vs. # of Programs



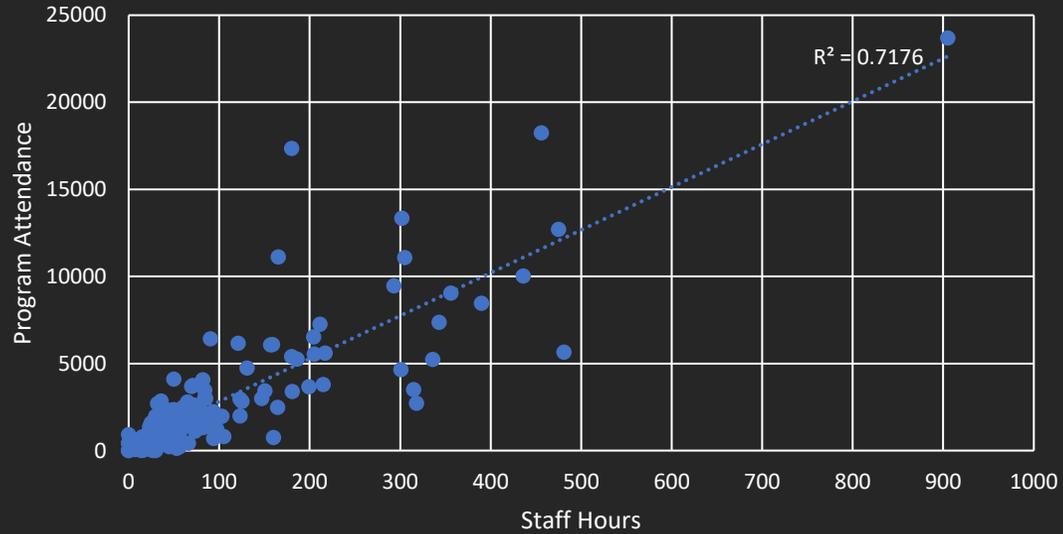
Staff Hours vs. # of Programs (Detail)



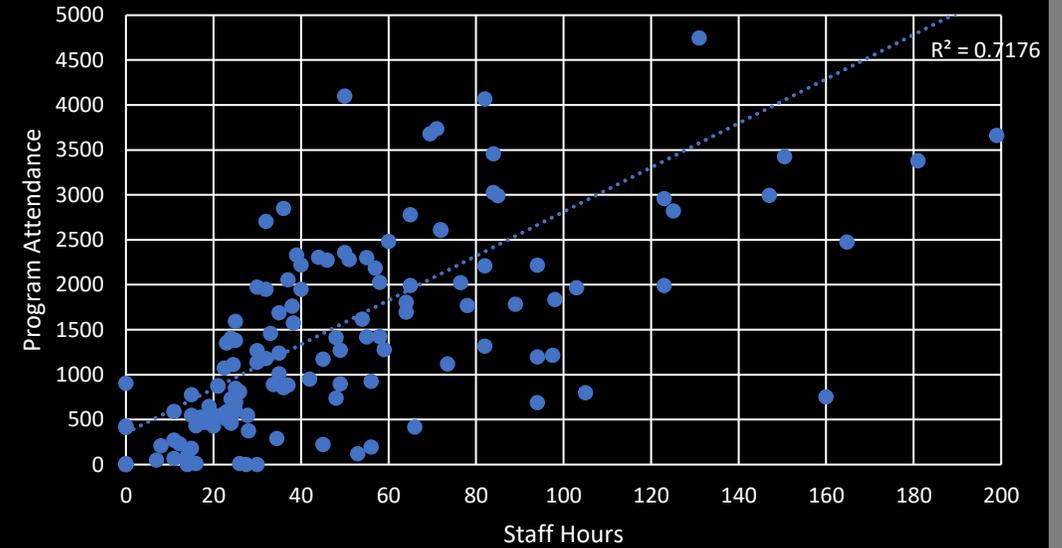
- Shows staff hours compared with number of programs; the left is a detail focused on the majority of libraries.
- The trend lines are a general approximation.

2019 VT Public Library Annual Report – Comparisons

Staff Hours vs. Program Attendance



Staff Hours vs. Program Attendance (Detail)



- Shows staff hours compared with program attendance; the left is a detail focused on the majority of libraries.
- The trend lines are a general approximation.